
President's High Growth Job Training Initiative

Workforce Strategies for the Financial Services Sector: A National Model for Individuals with Disabilities

Grant amount: \$1,000,000

Grantee: International Association of Jewish Vocational Services

Grant activities will take place in Los Angeles and San Francisco, California and East Orange, New Jersey

Leveraged amount: \$515,048 in cash and in-kind contributions from employers and affiliates

Key Partners: Bank of America, Pacific Western Bank, Pershing, and Wells Fargo.

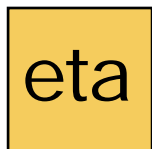
Challenge: Constant competition for customers is changing business practices in the banking sector. Extended hours at branch offices and 24-hour service at call centers are increasing the need for a steady stream of qualified workers. Employers seek to develop more effective outreach to previously untapped labor pools such as individuals with disabilities to build the pipeline of new workers entering the industry. In addition, incumbent workers often lack awareness of career paths and do not know how to develop a long-term career plan to advance in the industry.

Addressing the Challenge:

The International Association of Jewish Vocational Services (IAJVS) will draw on its experience in partnership-building and serving individuals with disabilities to build the capacity of the banking sector to attract, employ, and retain workers with disabilities. IAJVS will test a model employment and retention program at three demonstration sites through pre-employment assessment, training, and mentoring. Training will be adapted to serve individuals who require special accommodations or assistive technology. IAJVS also will help the employer partners develop retention strategies to reduce turnover among incumbent workers by mapping out their financial services career ladders. Each individual will work with a career counselor to map their career path and identify the skills and training required to accomplish their goals.

Projected Outcomes:

- A model program serving individuals with disabilities -- including curricula, training materials, and a toolkit for replicability -- will be developed for employers to use with financial services employees.
- 174 workers trained.
- 65% of those served will be individuals with disabilities.



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

*Financial Services Industry Demonstration Grants
Announced on July 18, 2006*